

2006-2007 PERFORMANCE PLAN –PORTFOLIO MANAGER, INTERNATIONAL EQUITY STRATEGIES (Bienvenue)

Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
55%	Index International	Return deviation in basis points relative to: International Equity Index Fund vs. Custom FTSE Index (SWB3 vs. QR32)	> - 60 basis points = 0 > - 40 basis points = 1.0 > - 20 basis points = 1.5
15%	Global Equity	Excess return in basis points relative to: Global Equity Performance benchmark (GLOBLIC vs. CPERSGE2).	- 50 basis points = 0 - 10 basis points = 1.0 +15 basis points = 1.5
5%	International REIT	Return deviation in basis points relative to: International REIT Portfolio vs. FTSE EPRA NAREIT Global Ex US benchmark (SWCX vs. EGXU)	> - 100 basis points = 0 > - 80 basis points = 1.0 > - 60 basis points = 1.5
75%	Subtotal	Quantitative Measures	

Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	Demonstrate leadership within CalPERS and in the external investment community. Dimensions include leadership: <ul style="list-style-type: none"> • Within Investment Group • Trustees • CalPERS • External Investment Community 	From Schedule
5%	Developmental Fund (Internal Management)	Explore and execute one new strategy implementation in the Global Equity Developmental Fund Delivery Date: March 31, 2007	From Schedule
5%	Portfolio Management Processes (Internal Management)	Broaden an improved systems architecture for the internally-managed global equity strategies to include: All benchmarks loaded into FactSet Fund holdings accuracy and reconciliations Enhanced consistency in portfolio management process Delivery Date: June 30, 2007	From Schedule
25%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	

Supervisor's Approval: Original signed by Russell Read

Date: August 1, 2006